

Benefits Comparison Between Agency/Registry/Private Caregiver

	Full-Employment Agency	Registry	Private hire caregiver
Background checks	Provides all background checks & criminal history investigation	Varies. Most provide some form of background check & employment verification	Must be done by family. Most families do not have access to criminal history information & must depend on caregiver to provide it. All reference checks must be done by family.
Training	Provides on-going training for all caregivers.	Varies. Most registries do not provide training. Many depend on experience of the caregiver and/or CNA certification.	Varies. Most private caregivers focus on their work and less on their professional training. Some may have had CNA or HHA classes in the past.
On-site supervision	Provides on-site supervision with periodic visits by qualified supervisor. Visits may be scheduled or unscheduled (surprise visits).	None.	None.
Payroll taxes	Provides for all employer/employee tax withholding and reporting.	None. Family is responsible for all payroll tax withholding & reporting.	None. Family is responsible for all payroll tax withholding & reporting.
Substitution	Assures smooth substitution should the caregiver be ill or should the family wish to change caregivers.	None.	None.
Insurance & Bonding	All caregivers are fully insured & bonded.	None.	None.
Cost	Range: \$14 – 22/hour	Hourly rate is usually that of the private caregiver plus a “finder’s fee” to be paid to the registry.	Range: \$11 – 20 hour